

# MOFO PROUD

**HORRISON  
FOERSTER**

We're Here. We're Queer. And MoFo Couldn't Be Prouder.

## LGBTQ+ Partners & Of Counsel



**Philip Besirof**  
General Counsel  
Securities Litigation,  
Enforcement, and  
White-Collar Defense



**Alfredo Silva**  
Co-Chair,  
Social Enterprise and  
Impact Investing Group  
Corporate, Securities Law



**Randy Bullard**  
Managing Partner of the  
Miami Office; Co-Chair, Latin  
America Desk; Corporate,  
Mergers & Acquisitions



**John Smith**  
Co-Head, National Security  
Practice, Global Risk & Crisis  
Management, Investigations  
& White Collar



**Daniel Levison**  
Head, Singapore  
Litigation; Head, Asia  
Ethics + Compliance  
Practice



**Brian Bates**  
Partner  
Lending + Financial  
Transactions



**Gary Brown**  
Partner  
Mergers + Acquisitions



**Joyce Liou**  
Co-Chair, Trademark  
Group; IP Litigation



**John Owen**  
Partner  
Finance, Capital Markets



**Bernie Pistillo**  
Partner  
U.S. Federal Tax



**Vincent Novak**  
Of Counsel  
Lending + Financial  
Transactions  
Business Restructuring  
& Insolvency

## A Proud History

**1984**



Sexual orientation is added to the firm's nondiscrimination policy

**1993**



MoFo becomes one of the first law firms to expand benefits to include same sex partners

**2001**



MoFo becomes first major law firm to have openly gay chair

**2007**



An openly gay man is appointed head of MoFo's New York litigation practice

**2010**



MoFo begins offering tax offsets to lawyers and staff in same-sex domestic partnerships

**2013**



The firm names an openly gay man as the managing partner of its largest office

**2014**



LGBTQ+ lawyers participate in biennial MoFo Diversity Summit

**2015**



1L Diversity Fellowship Program is expanded to include LGBTQ+ law students

**2018**



MoFo launches its Gender-Inclusive Employment Policy

**2019**



MoFo adds preferred personal pronouns to signatures

## A Proud Record

9

Number of Board and Committee Seats Held By LGBTQ+ Attorneys

15

LGBTQ+ Organizations Supported Through The Morrison & Foerster Foundation

\$60K

Morrison & Foerster Foundation Dollars Donated to LGBTQ+ Organizations

7

Affinity Groups For LGBTQ+ Attorneys

TOP  
10

Vault 100 Ranked MoFo Among The Top 10 Firms For LGBTQ+ Diversity

19

Number Of Times MoFo Has Received A 100% Rating On The Human Rights Campaign's Corporate Equality Index On LGBTQ+ Equality In Corporate America

## An Inclusive Firm

### The Front Runner



In 2001, MoFo made history by becoming one of the first major law firms to elect an openly gay man to serve as chair. Keith Wetmore led the firm for 12 years, during which time we grew our

presence in key technology and financial centers in the United States, Asia, and Europe. Keith also helped set new standards for LGBTQ+ equality within the legal profession.

### Fellowship Program



Our Keith Wetmore 1L Fellowship for Excellence, Diversity, and Inclusion program supports the development of promising law students from some of the top law schools in the United States. In 2019, three LGBTQ+ law students received fellowships from the firm.

### LGBTQ+ Pro Bono Contributions

MoFo commits itself to performing countless hours of LGBTQ+ Pro Bono work representing individuals and families facing discrimination and violence based on their sexual orientation. Some of our notable and most meaningful work includes advocating in the fight for marriage equality, supporting the battle against HIV/AIDS by providing representation to organizations performing research and seeking a cure, challenging the U.S. military's "Don't Ask Don't Tell" policy, supporting LGBTQ+ nonprofit organizations, and taking on some of the most challenging asylum cases for LGBTQ+ individuals fleeing persecution because of their sexual orientation.

### MoFo Diversity Summit

Since the 1990s, MoFo has held biennial workshops for our U.S.-based lawyers of color. In 2014, the workshops were expanded to include LGBTQ+ lawyers, and the two-day retreat was renamed the MoFo Diversity Summit. More than 150 diverse lawyers and staff attended the 2018 summit.



### MoFo's Strong Partnership with Out Leadership



MoFo is a proud sponsor of Out Leadership, an organization devoted to advancing the LGBTQ+ business network. MoFo has hosted a number of Out Leadership events, including the 2018 and 2019 Out Leadership Quorum workshops in San Francisco, where attendees received guidance on advising clients who are interested in diversifying their boards. MoFo also hosted the inaugural west coast OutNEXT Salon, a talent development workshop for emerging high-performing LGBTQ+ professionals.

### Mansfield Certification Plus

MoFo is among a select number of firms that has achieved Certification Plus every year. Mansfield Certification Plus status indicates that, in addition to meeting or exceeding the baseline certification requirements, the firms have successfully reached at least 30 percent underrepresented lawyer representation in a notable number of their current leadership roles.

### Leadership Council on Legal Diversity

MoFo is a long-standing participant in the Leadership Council on Legal Diversity (LCLD). Founded in 2011, LCLD focuses on developing attorneys who are committed to promoting diversity, LGBTQ+, and women's programs within their professional communities. Fellows are immersed in a year-long leadership development program. Past MoFo LGBTQ+ LCLD Fellows include: Dario de Martino (2019) and Alfredo Silva (2017).

### Pride Month

We're proud of our LGBTQ+ lawyers and the contributions that they make to the firm and our communities every month of the year, but each June we take time out to celebrate LGBTQ+ history, culture, and politics with presentations and entertainment sponsored by the San Francisco Pride Committee and firm Affinity Groups. In 2020, we transitioned our celebration to a virtual environment in the wake of the COVID-19 Pandemic to include online events, a podcast series led by our LGBTQ+ partners, and a social media campaign highlighting the unique voices and viewpoints of our LGBTQ+ attorneys.



To learn more about MoFo's LGBTQ+ initiatives, contact [Natalie Kernisant](mailto:nkernisant@mofo.com), Chief Diversity and Inclusion Officer, [nkernisant@mofo.com](mailto:nkernisant@mofo.com).